

**2014 FCC EEO Public File Report for Charter Communications
12397 - CM Portage Cnty MI**

This Report Covers September 1, 2013 through August 31, 2014

Total Number of Full-Time Vacancies Filled During This Period: 7
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 47

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State MI
FCC Unit 12397 - CM Portage Cnty MI

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1304892	Ad Account Executive I	Ladders	1	0
		Pure Michigan Talent	1	1
		TV Ad	1	0
		Internal Career Portal	1	0
		External Career Portal	1	0
		Hero2Hired	0	0
		Direct Employers	0	0
		Hispanic Center of Western Michigan	0	0
		Tennessee State University Fall Career Fair	0	0
		Middle Tennessee State University Fall Career Fair	0	0
		Ranken Technical College Job Fair	0	0
1304892 Total			5	1
1403380	Ad Account Executive I	Indeed.com	2	0
		Referral	2	1
		Internal Career Portal	1	0
		External Career Portal	0	0
		Hero2Hired	0	0
		Direct Employers	0	0
1403380 Total			5	1
1403595	Assoc Media Research Analyst	Linkedin	2	0
		Glass Door	1	1
		Internal Career Portal	0	0
		External Career Portal	0	0
		Hero2Hired	0	0
		Direct Employers	0	0
		Hispanic Center of Western Michigan	0	0
1403595 Total			3	1
1403895	Mgr, Business I	Indeed.com	6	1

1403895	Mgr, Business I	Linkedin	1	0		
		mitalent.org	1	0		
		Internal Career Portal	0	0		
		External Career Portal	1	0		
		Hero2Hired	0	0		
		Direct Employers	0	0		
		Hispanic Center of Western Michigan	0	0		
1403895 Total			9	1		
1304294	Mgr, Local Sales II	Indeed.com	3	1		
		Linkedin	2	0		
		Referral	1	0		
		Beyond.com	1	0		
		Internal Career Portal	1	0		
		External Career Portal	1	0		
		Hero2Hired	0	0		
		Direct Employers	0	0		
Hispanic Center of Western Michigan			0	0		
1304294 Total			9	1		
1403594	Mgr, Media Mktg Strategy	Indeed.com	3	0		
		Linkedin	1	1		
		Internal Career Portal	2	0		
		External Career Portal	0	0		
		Hero2Hired	0	0		
		Direct Employers	0	0		
		Hispanic Center of Western Michigan			0	0
1403594 Total			6	1		
1305995	Producer/Videographer I	Indeed.com	6	1		
		Linkedin	1	0		
		Referral	1	0		
		External Career Portal	2	0		
		Hero2Hired	0	0		
		Direct Employers	0	0		
		Hispanic Center of Western Michigan			0	0
		Ranken Technical College Job Fair			0	0
1305995 Total			10	1		
Grand Total			47	7		

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Internal Career Portal	8413 Excelsior Dr., Suite 120	Madison, WI 53717	Mary Jane Grant	608-826-1410	NO	5
External Career Portal	8413 Excelsior Dr., Suite 120	Madison, WI 53717	Mary Jane Grant	608-826-1410	NO	5
Direct Employers	http://www.directemployers.org/				NO	0
Hero2Hired	https://h2h.jobs/				NO	0
Referral*					NO	4
Hispanic Center of Western Michigan	1204 Grandville Ave SW	Grand Rapids, MI 49503	Deisy Madrigal		NO	0
Tennessee State University Fall Career Fair	3500 John Merritt Blvd.	Nashville, TN 37209		615-963-5981	NO	0
Middle Tennessee State University Fall Career Fair	1301 E. Main St.	Murfreesboro, TN 37132		615-898-2500	NO	0
Ranken Technical College Job Fair	4431 Finney Ave.	St. Louis, MO 63113	Janie Summers	314-286-3665	NO	0
Ladders*					NO	1
Pure Michigan Talent*					NO	1
TV Ad					NO	1
Indeed.com*					NO	20
LinkedIn					NO	7
Glass Door*					NO	1
mitalent.org*					NO	1
Beyond.com*					NO	1

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit. DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	CTM Training	ongoing	Civil Treatment for managers training designed to provide managers / supervisors the knowledge to better understand fair employment, rights, and responsibilities
2	Effective Hiring and Selection Training	ongoing	Training to help leaders select the most qualified candidate for each position. It covers the principles of behavior based interviewing and how to review and analyze resumes and applications in a fair and consistent manner.
3	IT Training	6/3/14 - 6/6/14	Training for Technical Services associates to increase their job knowledge
4	Lynda.com Training	ongoing	online courses for creative services staff to increase their knowledge and skills